

**WHAT IS CLAIMED IS:**

- 1 1. A method for analyzing a financial impact of a resource  
2 reduction action, said method comprising:  
3 identifying a plurality of surplus employee data records;  
4 retrieving a compensation amount corresponding to each  
5 identified surplus employee data record; and  
6 calculating a total savings amount by summing the retrieved  
7 compensation amounts.
- 1 2. The method as described in claim 1 further comprising:  
2 identifying a severance pay formula corresponding to each  
3 surplus employee data record;  
4 determining a severance amount for each employee by  
5 applying the identified severance pay formula to the  
6 corresponding surplus employee data record; and  
7 calculating a total severance amount by summing each of the  
8 severance amounts.
- 1 3. The method as described in claim 2 further comprising:  
2 comparing the total severance amount to a budgeted  
3 severance amount;  
4 modifying the severance pay formula in response to the  
5 comparison;  
6 re-determining the severance amount for each employee by  
7 applying the modified severance pay formula to the  
8 corresponding surplus employee data record;  
9 recalculating the total severance amount by summing each of  
10 the re-determined severance amounts.
- 1 4. The method as described in claim 2 further comprising:

2 comparing each of the surplus employee data records to one  
3 or more additional compensation guidelines, wherein  
4 one or more of the additional compensation guidelines  
5 are selected from the group consisting of  
6 organizational guidelines, local laws, state laws, and  
7 national laws;

8 determining additional severance pay amounts for one or  
9 more of the surplus employee data records in response  
10 to the comparing; and

11 adding the additional severance pay amounts to the  
12 severance pay amounts corresponding to the one or more  
13 surplus employee data records.

- 1 5. The method as described in claim 2 further comprising:  
2 estimating an expected severance cost, the estimating  
3 including:  
4 identifying a surplus percentage for one or more  
5 groups of employees;  
6 calculating an average severance amount for each of  
7 the groups of employees;  
8 calculating expected group severance costs by  
9 multiplying each group's average severance amount  
10 by the group's surplus percentage; and  
11 calculating the expected severance cost by summing the  
12 expected group savings amounts.

- 1 6. The method as described in claim 1 further comprising:  
2 comparing the total savings amount to a desired savings  
3 amount;

4        modifying the number of surplus data records based on the  
5            comparing;  
6        selecting a second plurality of surplus employee data  
7            records based on the modified number of surplus data  
8            records;  
9        identifying the compensation amount corresponding to each  
10           selected surplus employee data record; and  
11        calculating a second total savings amount by summing the  
12           identified compensation amounts.

- 1        7.    The method as described in claim 1 further comprising:  
2            estimating an expected savings amount, the estimating  
3            including:  
4            identifying a surplus percentage for one or more  
5            groups of employees;  
6            calculating an average compensation for each of the  
7            groups of employees;  
8            calculating expected group savings amounts by  
9            multiplying each group's average compensation by  
10           the group's surplus percentage; and  
11           calculating the expected savings amount by summing the  
12           expected group savings amounts.

- 1        8.    An information handling system comprising:  
2            one or more processors;  
3            a memory accessible by the processors;  
4            one or more nonvolatile storage devices accessible by the  
5            processors;

an financial impact analysis tool to analyze the impact of surplus resource reductions, the financial impact analysis tool including:  
means for identifying a plurality of surplus employee data records;  
means for retrieving a compensation amount corresponding to each identified surplus employee data record; and  
means for calculating a total savings amount by summing the retrieved compensation amounts.

9. The information handling system as described in claim 8 further comprising:  
means for identifying a severance pay formula corresponding to each surplus employee data record;  
means for determining a severance amount for each employee by applying the identified severance pay formula to the corresponding surplus employee data record; and  
means for calculating a total severance amount by summing each of the severance amounts.

10. The information handling system as described in claim 9 further comprising:  
means for comparing the total severance amount to a budgeted severance amount;  
means for modifying the severance pay formula in response to the comparison;  
means for re-determining the severance amount for each employee by applying the modified severance pay

9 formula to the corresponding surplus employee data  
10 record;  
11 means for recalculating the total severance amount by  
12 summing each of the re-determined severance amounts.

1 11. The information handling system as described in claim 9  
2 further comprising:

3 means for comparing each of the surplus employee data  
4 records to one or more additional compensation  
5 guidelines, wherein one or more of the additional  
6 compensation guidelines are selected from the group  
7 consisting of organizational guidelines, local laws,  
8 state laws, and national laws;

9 means for determining additional severance pay amounts for  
10 one or more of the surplus employee data records in  
11 response to the comparing; and

12 means for adding the additional severance pay amounts to  
13 the severance pay amounts corresponding to the one or  
14 more surplus employee data records.

1 12. The information handling system as described in claim 8  
2 further comprising:

3 means for comparing the total savings amount to a desired  
4 savings amount;

5 means for modifying the number of surplus data records  
6 based on the comparing;

7 means for selecting a second plurality of surplus employee  
8 data records based on the modified number of surplus  
9 data records;

10 means for identifying the compensation amount corresponding  
11 to each selected surplus employee data record; and  
12 means for calculating a second total savings amount by  
13 summing the identified compensation amounts.

1 13. The information handling system as described in claim 8  
2 further comprising:

3 means for estimating an expected savings amount, the  
4 estimating including:  
5 means for identifying a surplus percentage for one or  
6 more groups of employees;  
7 means for calculating an average compensation for each  
8 of the groups of employees;  
9 means for calculating expected group savings amounts  
10 by multiplying each group's average compensation  
11 by the group's surplus percentage; and  
12 means for calculating the expected savings amount by  
13 summing the expected group savings amounts.

1 14. A computer program product stored in a computer operable  
2 media for analyzing a financial impact of a resource  
3 reduction action, said computer program product comprising:  
4 means for identifying a plurality of surplus employee data  
5 records;  
6 means for retrieving a compensation amount corresponding to  
7 each identified surplus employee data record; and  
8 means for calculating a total savings amount by summing the  
9 retrieved compensation amounts.

- 1 15. The computer program product as described in claim 14  
2 further comprising:  
3 means for identifying a severance pay formula corresponding  
4 to each surplus employee data record;  
5 means for determining a severance amount for each employee  
6 by applying the identified severance pay formula to  
7 the corresponding surplus employee data record; and  
8 means for calculating a total severance amount by summing  
9 each of the severance amounts.
- 10 16. The computer program product as described in claim 15  
11 further comprising:  
12 means for comparing the total severance amount to a  
13 budgeted severance amount;  
14 means for modifying the severance pay formula in response  
15 to the comparison;  
16 means for re-determining the severance amount for each  
17 employee by applying the modified severance pay  
18 formula to the corresponding surplus employee data  
19 record;  
20 means for recalculating the total severance amount by  
21 summing each of the re-determined severance amounts.
- 22 17. The computer program product as described in claim 15  
23 further comprising:  
24 means for comparing each of the surplus employee data  
25 records to one or more additional compensation  
26 guidelines, wherein one or more of the additional  
27 compensation guidelines are selected from the group

7 consisting of organizational guidelines, local laws,  
8 state laws, and national laws;  
9 means for determining additional severance pay amounts for  
10 one or more of the surplus employee data records in  
11 response to the comparing; and  
12 means for adding the additional severance pay amounts to  
13 the severance pay amounts corresponding to the one or  
14 more surplus employee data records.

15 18. The computer program product as described in claim 15  
16 further comprising:

17 means for estimating an expected severance cost, the means  
18 for estimating including:  
19 means for identifying a surplus percentage for one or  
20 more groups of employees;  
21 means for calculating an average severance amount for  
22 each of the groups of employees;  
23 means for calculating expected group severance costs  
24 by multiplying each group's average severance  
25 amount by the group's surplus percentage; and  
26 means for calculating the expected severance cost by  
27 summing the expected group savings amounts.

28 19. The computer program product as described in claim 14  
29 further comprising:

30 means for comparing the total savings amount to a desired  
31 savings amount;  
32 means for modifying the number of surplus data records  
33 based on the comparing;



7 means for selecting a second plurality of surplus employee  
8 data records based on the modified number of surplus  
9 data records;

10 means for identifying the compensation amount corresponding  
11 to each selected surplus employee data record; and

12 means for calculating a second total savings amount by  
13 summing the identified compensation amounts.

1 20. The computer program product as described in claim 14  
2 further comprising:

3 means for estimating an expected savings amount, the  
4 estimating including:

5 means for identifying a surplus percentage for one or  
6 more groups of employees;

7 means for calculating an average compensation for each  
8 of the groups of employees;

9 means for calculating expected group savings amounts  
10 by multiplying each group's average compensation  
11 by the group's surplus percentage; and

12 means for calculating the expected savings amount by  
13 summing the expected group savings amounts.